

## **WEEKLY LABOR RELATIONS UPDATE**

### **Week of April 19, 2010**

#### **Monday, April 19, 2010**

##### **International Brotherhood of Electrical Workers, Local 332 (IBEW)**

The City team met with IBEW on April 19<sup>th</sup> and provided IBEW a package proposal that includes a 5% ongoing reduction in total compensation and an additional 5% in one-time personnel cost savings. The City package proposal has been posted on the City's website at: <http://www.sanjoseca.gov/employeeRelations/ibew.asp>.

#### **Tuesday, April 20, 2010**

##### **San Jose Police Officers' Association (POA)**

The City team met with the POA on April 20<sup>th</sup> and reached Tentative Agreements on three issues. These include increasing health insurance copays, elimination of dual coverage for health/dental insurance and a reduction in health in lieu. These three items provide an ongoing reduction in personnel costs. The Tentative Agreements have been posted on the City's website at:

<http://www.sanjoseca.gov/employeeRelations/poa.asp>.

##### **Association of Legal Professionals (ALP)**

The City team met with ALP on April 20<sup>th</sup> and received an initial proposal from the union. ALP proposes to freeze five vacant positions proposed by the City Attorney in order to meet the 10% reduction in personnel costs (two of the positions are not represented by ALP, but are in Unit 99). ALP's proposal includes maintaining all wages and benefits for Fiscal Year 2010-2011. The proposal provides no reduction in total compensation. The initial proposal has been posted on the City's website at:

<http://www.sanjoseca.gov/employeeRelations/alp.asp>.

##### **Association of Engineers and Architects (AEA)**

The City team met with AEA on April 20<sup>th</sup>. The Union provided a proposal to allow employees to make voluntary, monetary monthly contributions to the T.J. Anthony fund, which is the Union's political education fund that supports candidates and ballot measures. The City and Union reached a Tentative Agreement on the City's Housekeeping proposal. The Tentative Agreement has been posted on the City's website at: <http://www.sanjoseca.gov/employeeRelations/aea.asp>.

**Wednesday, April 21, 2010**

**International Association of Fire Fighters, Local 230 (IAFF, Local 230)**

IAFF, Local 230 provided a response to the City's letter that was sent on Friday, April 16<sup>th</sup>. In the letter dated April 16<sup>th</sup>, the City requested that Local 230 provide their availability through the end of May. Local 230 indicated that the earliest they are available to meet is May 6<sup>th</sup>, and the City has confirmed this meeting. Local 230 indicated that they would be providing additional dates beyond May 6<sup>th</sup> as soon as possible. Information regarding these negotiations has been posted on the City's website at: <http://www.sanjoseca.gov/employeeRelations/iaff.asp>.

**International Union of Operating Engineers, Local 3 (OE#3)**

The City team met with OE#3 on April 21<sup>st</sup>. The City provided OE#3 a package proposal. The proposal has been posted on the City's website at: <http://www.sanjoseca.gov/employeeRelations/oe3.asp>.

**Thursday, April 22, 2010**

**City Association of Management Personnel (CAMP)**

The City team met with CAMP on April 22<sup>nd</sup>. Discussions continued regarding the City's initial package proposal provided to CAMP on April 14<sup>th</sup>. CAMP has not provided the City any written proposals. The City's initial proposal has been posted on the City's website at: <http://www.sanjoseca.gov/employeeRelations/camp.asp>.

**ADDITIONAL INFORMATION**

Additional information regarding the City's labor negotiations can be found at: <http://www.sanjoseca.gov/employeeRelations/labor.asp>.

Information regarding pension and retiree healthcare benefits and costs can be found at: <http://www.sanjoseca.gov/employeeRelations/RetirementBenefits.asp>.